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असाधारण

EXTRAORDINARY

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PART I—Section I

प्राधिकार से प्रकाशित

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इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।

Separate paging is given to this Part in order that it may be filed as a separate compilation

MINISTRY OF LABOUR EMPLOYMENT AND REHABILITATION

(Department of Labour & Employment)

RESOLUTION

New Delhi, the 13th February 1968

No WB-6(5)/67--B their Resolution No WB 6(3)/64 dated the 21st September 1964, the Government of India appointed a Second Wage Board to the cement industry with the following composition and terms of reference

1 COMPOSITION

Chairman

Shri M. Srinivasamurti

Independent Members

Shri Balkrishna Wasnik Member Lok Sabha

Prof. V. V. Ramanadham

Members representing Employers

Shri S. V. Utam Singh

Shri S. C. Aggarwal

Members representing Workers

Shri H. N. Trivedi

Shri Brij Sunder Sharma

Consequent on the resignation of Shri Brij Sunder Sharma, Shri D. Durgawal was appointed a member of the Wage Board.

II. TERMS OF REFERENCE

(a) to determine the categories of employees (manual, clerical, supervisory etc.) who should be brought within the scope of the proposed wage fixation;

(b) to work out a wage structure, based on the principles of fair wages as set forth in the report of the Committee on Fair Wages

Explanation.—In evolving a wage structure, the Board should in addition to the considerations relating to fair wages, also take into account—

- (i) the needs of the industry in a developing economy,
 - (ii) the requirements of social justice; and
 - (iii) the need for adjusting wage differentials in such a manner as to provide incentives to workers for advancing their skill;
- (c) bear in mind the desirability of extending the system of payment by results:

Explanation.—In applying the system of payment by results the Board shall keep in view the need for fixing a minimum (fall back) wage and also to safeguard against over work and undue speed

2. The Board unanimously recommended an *ad hoc* interim relief of Rs. 5.46 per month with effect from the 1st January, 1965. This was accepted by the Government by their Resolution No. WB-8(5) 64 dated 31st May, 1965.

3. The Board's final report was received by the Government on 14th August, 1967. A summary of recommendations as appearing in Chapter VII of the Board's report is enclosed

4. After careful consideration the Government has decided to accept the Board's recommendations subject to the following:—

- (a) The scales recommended in para 6.23 of the Report for Grade IV and VI of Clerical, lower technical and supervisory staff, shall be modified to read as follows:—

Grade II : 125 + 10 (8 years) 205—EB (12 (10 years) 325

Grade VI : 150 + (13 (5 years) 215 (15 (5 years)—290—EB—(20 (8 years)—450

- (b) The guaranteed increases recommended in para 6.26 of the Report shall not be diluted by a revaluation of the residential accommodation already provided to and under the occupation of the existing employees.

- (c) The recommendations shall be brought into operation from the 1st December, 1967.

5. Government has taken note of the recommendations made in para 5.13 wherein it has been suggested that appropriate machinery should be set up to work out a list of standard nomenclature, duty lists, qualifications, test etc., for the various jobs in the cement industry.

6. Government has also taken note of the views expressed in the Report regarding the capacity of the industry to bear the incidence of the wage increases recommended by the Board. Government has however come to the conclusion that the incidence should be met from within the existing price structure without any increase in the selling price of cement. Government hopes that joint endeavours will be made by the Managements and the labour unions to devise schemes to raise the existing levels of productivity through technological improvements and better working methods and utilisation of the labour force

7 The managements are hereby requested to implement expeditiously the recommendations as accepted by Government

8 The Government of India wishes to express their appreciation of Board's work in dealing with the matters

APPENDIX

Summary of recommendations

Our recommendation will be extended to all those employees who are covered by the first Wage Board. We are therefore not repeating them here

1 We recommend that the minimum total wage in the cement industry should be Rs. 164.60/- minus Rs. 3/- deducted towards amenities as against the existing total wage of Rs. 152.46/- p.m. which include Rs. 5.40/- already recommended by this Board as Interim Relief on 8th February 1965. The above figures are calculated at All India Consumer Price Index-200 (base 1949=100)

2 We have recommended a minimum House Rent Allowance of Rs. 13/- p.m. as against Rs. 7.50/- which is the existing minimum House Rent Allowance for all employees. We have also provided for a higher House Rent Allowance ranging from Rs. 15/- to Rs. 19.50/- for other categories of employees

3 All employees will receive guaranteed increases in their Wages/salary and the rates of guaranteed increases are from Rs. 10/- to Rs. 12/- (depending on service) for E Grade Operatives and Tally Checkers, Rs. 12.50/- to Rs. 14.50/- for D Grade Operatives and I Grade Staff, Rs. 14.50 to Rs. 17.50 for C and II Grades, Rs. 17/- to Rs. 20/- for B and III Grades, Rs. 20/- to Rs. 24/- for A and IV Grades, Rs. 22.50 to Rs. 26.50/- for the V Grade, Rs. 25/- to Rs. 28/- for VI Grade and Rs. 27.50 to Rs. 32.50 for VII Grade

4 Dearness Allowance should continue to be linked to the All India Average Consumer Price Index for working class (base 1949=100). The Dearness Allowance should be adjusted each quarter based on the average of index figures of the 3 months of the last but one quarter preceding. The variation of the Dearness Allowance should be at the rate of 1.49 for every 2 points rise or fall in the average index. Extra Dearness Allowance should continue to be paid at the rate of 5 per cent of the basic wage to the employees in Grade D and at the rate of 10 per cent of the basic wage to those in Grades C, B, A, Tally Checkers and I to VII. Higher Dearness Allowance enjoyed by the workers in Gujarat and Saurashtra regions should be discontinued. But the extra amount which these workers receive immediately before the date of implementation of these recommendations should be given to them separately as personal allowance which would be absorbed wholly or partly as the case may be in the basic wage/salary at the time of promotion to higher grades. For the new entrants in Saurashtra and Gujarat regions, the Dearness Allowance rates recommended by us will apply

5 The existing number of grades for operatives and staff should continue

6 Contract labour will continue to be included within the scope of our recommendations. We endorse in all respects the recommendations of the first Wage Board on this subject

7. Our recommendations apply to the workers employed in the Scwree Unit at Bombay of Digvijay Cement Company

8 There are no valid reasons for excluding the cement unit of Mysore Iron and Steel Company from the scope of our recommendation. Therefore our recommendations apply to the workers of that unit

9 The industry does not appear to have the capacity to bear the burden of wage increases recommended in this report. The Government may be pleased to consider this aspect

10 Our recommendations will not extend to new cement factories for a period of 18 months from the date of commencement of production. During this period, they shall be required to pay 75 per cent of the revised wages, Dearness Allowance etc. recommended by us

11 We are of the opinion that our recommendations should take effect from 1st April, 1967

ORDER

Ordered that a copy of the Resolution be communicated to all concerned.

Ordered that the Resolution be published in the Gazette of India (Extraordinary) for general information

P. C. MATHEW, Secy